

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH

455 Golden Gate Avenue, 8th Floor
San Francisco, CA 94102

ADDRESS REPLY TO:

San Francisco

P.O. Box 420603
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HOLIDAY PROVISIONS

FOR

**ELECTRICIAN:
INSIDE WIREMAN
CABLE SPLICER**

IN

ALPINE, AMADOR, BUTTE, COLUSA, EL DORADO, GLENN,
LASSEN, NEVADA, PLACER, PLUMAS, SACRAMENTO, SHASTA,
SIERRA¹, SUTTER, TEHAMA, TRINITY, YOLO, AND YUBA
COUNTIES

¹ Applies to portion of county lying west of the main watershed divide.

INSIDE WIREMAN'S AGREEMENT

Agreement by and between SACRAMENTO ELECTRICAL CONTRACTOR'S ASSOCIATION, INC. and LOCAL UNION 340, I.B.E.W.

It shall apply to all firms who sign a Letter of Assent to be bound by this Agreement.

The term "Employer" shall mean an individual firm who has been recognized by an assent to this Agreement.

BASIC PRINCIPLES

The Employer and the Union have a common and sympathetic interest in the Electrical Industry. Therefore, a working system and harmonious relations are necessary to improve the relationship between the Employer, the Union and the Public. Progress in industry demands a mutuality of confidence between the Employer and the Union. All will benefit by continuous peace and by adjusting any differences by rational, common sense methods. Now, therefore, in consideration of the mutual promises and agreements herein contained, the parties hereto agree as follows:

ARTICLE I

EFFECTIVE DATE - CHANGES - GRIEVANCES - DISPUTES

I.1

This Agreement shall take effect June 1, 2001, and shall remain in effect until May 31, 2004, unless otherwise specifically provided for herein. It shall continue in effect from year to year thereafter, from June 1 through May 31 of each year, unless changed or terminated in the way later provided herein.

I.2 (A)

Either party or an Employer withdrawing representation from the Chapter, desiring to change or terminate this Agreement must provide written notification at least 90 days prior to the expiration date of the Agreement or any anniversary date occurring thereafter.

I.2 (B)

Whenever notice is given for changes, the nature of the changes desired must be specified in the notice, or no later than the first negotiating meeting unless mutually agreed otherwise.

I.2 (C)

The existing provisions of the Agreement, including this Article, shall remain in full force and effect until a conclusion is reached in the matter of proposed changes.

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Chief's Office

III.2

All work performed outside of the stated hours and on Saturdays shall be paid at time and one-half of the regular straight-time rate. Sundays and the following holidays shall be paid at the double time rate. The component of wages for overtime (50% for time and a half, 100% for double time) shall be computed at the Class "A" rate. Any Employee called to work under this provision shall receive a minimum of two hours pay at the applicable overtime rate.

New Year's Day
Martin Luther King Jr.'s Birthday
President's Day
Memorial Day
Fourth of July

Labor Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Day

Any of the above-designated holidays occurring on Sunday and observed as holidays on Monday, or any other days declared holidays by the Local Building Trades Council, for any specific job or jobs, shall be considered as holidays. Any of the above designated holidays occurring on a Saturday, the preceding Friday shall be observed as a holiday.

No work shall be performed on Labor Day, except in case of emergency.

III.3

Wages shall be paid weekly in cash or by payroll check on a local bank not later than quitting time on Friday and not more than three days wages may be withheld at that time. Any Employee laid off or discharged shall be paid his/her wages immediately. In the event he/she is not paid off, as provided above, waiting time at the appropriate rate shall be charged until payment is made. The Employer will either pay the Employee at the jobsite during regular working hours or allow him/her sufficient time during regular working hours to report to the shop to receive his/her pay.

III.3 (A)

Employees laid off or discharged shall be given sufficient time to pick up their tools, and in no event shall they receive less than thirty (30) minutes notice, for which they shall be paid.

III.3 (B)

Double time shall be charged for time waiting for pay, except in cases where the Employer or their representative is detained due to circumstances beyond their control, or an error in the amount of pay is due to clerical error, provided Employees have turned in approved time reports as required, to their Employers.

For the purposes of this Section, waiting time pay shall be limited to the following hours:

1. 4:30 PM to 8:00 PM on the day such pay is due
2. 8:00 AM to 4:30 PM for each succeeding regular workday, excluding Saturdays,

Sundays and Holidays.

Tender of such waiting time pay either to the Union Business Office or to the Employee shall terminate any further waiting time.

III.3 (C)

The Employer shall, at the time of payment of wages, furnish each of their Employees with a detachable part of the check, draft or voucher paying the Employee's wages or separately, an itemized statement of wages in writing and bearing the Employer's company name and mailing address and showing all additions to or deductions from such wages. Checks shall be printed and bear the Employer's firm name.

When mutually agreed upon by the Employer and Employees, wages may be electronically transmitted to the financial institution of the Employee's choice.